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Fred A. Johnson received a B.S. in wildlife resources from West Virginia University in 1978 and a M.S. in wildlife and fisheries science from Texas A&M University in 1981. He was hired by the (then) Florida Game & Freshwater Fish Commission in 1981, and served as its waterfowl-management program coordinator from 1985-89. In 1989 Fred was hired as a management biologist by the U.S. Fish and Wildlife Service and was stationed at the U.S.G.S. Patuxent Wildlife Research Center. During his tenure at Patuxent, he coordinated the development of an adaptive-management program for the regulation of waterfowl harvests in the U.S. Fred currently is stationed in Gainesville, FL, where he is part of a multi-agency effort to develop adaptive-management concepts and tools for application to a variety of wildlife-conservation problems. Fred has published over 30 peer-reviewed articles on various aspects of wildlife ecology and management.